



CULTURE DOESN'T JUST HAPPEN

by Col. Mark Chidley
Commander, 132d Wing

"Culture takes effort. People. Attitudes. Behavior. Accountability. Communication. Clarity of mission. Vision. Values. Culture takes leaders at all levels. Culture is the character and personality of your organization. Culture is who we are, and who we want to be. Positive culture attracts talent. Drives mission accomplishment. Impacts happiness and job satisfaction. Retains Airmen. If you've ever felt the culture in your organization (squadron, group, wing...Air Force) needs improvement...what are you doing about it? Culture takes all of us. You got this...I got you!"

Command Chief Master Sergeant of the Air Force JoAnne Bass posted the message above last week and I thought it was an important message to share. As I was considering what to write over my last three Wingspan articles, I had narrowed it down to several topics including followership, legacy, gratitude, and culture. So Chief Bass's post seemed very timely. There are many different definitions of "organizational culture," but hers is as good as any I have seen.

We are all simultaneously part of different teams at the 132d Wing, and each has its own culture. Your flight or section is part of a squadron that rolls up into your group that makes the wing complete, and each of those has a unique culture. It's sometimes easier to see the differences, but what makes this wing so strong is what we have in common across our cultures.

What I see is a strong drive to be the best in all our respective mission areas, Airmen taking care of Airmen, units overcoming adversity and Airmen responding when our nation or state needs us. The 132d Wing will be 80 years old in 2021 and over those eight decades the missions, facilities, and obviously the people have changed, and so has the culture. It's up to each of us to keep improving the culture at every level on base. As Chief Bass says, "it takes all of us."

Two final thoughts. First, we ended FY20 at 96.8% manning for the wing, which is exactly where we started it. The pandemic has made the already challenging job of recruiting even harder and we need everyone's help to get to 100% in FY21, which would be a first since FY10. Our recruiters and retention managers do the bulk of the heavy lifting, but everyone who talks to prospects, provides leads and participates in recruiting events makes a difference. Full manning is a no fail objective for TAG and we must execute.

Second, our Finance and Contracting teams did another amazing job finishing out Fiscal Year 2020, and we have great people making it happen, including all our Resource Advisors. Well done!

Thank you for what you do. Have an outstanding drill weekend!



Vote and Be Kind

By Ch Tim Frasher
132d Wing chaplain

A neighbor of mine puts a skeleton out each October with a clever saying; this year the sign read, "Let's put 2020 to rest..." (Can I get an amen?) Yet we're not quite done with 2020; in fact the most important piece of 2020 is still to come.

I know the presidential election may come as a shock to you because it really has not dominated the news cycle or advertising... Ok, that was a joke, because politics have been dominating all spheres of our existence to the point of ad nauseam. Yet I would like to offer a moment of neutrality, stability, and wisdom in the chaos that is our American life.

First, in order for democracy to work we need you to participate. Make the necessary preparations right now so that you will be ready to vote before or on November 3rd. Many recent elections were won or lost by a few votes.

Second, an old piece of wisdom states, "do not answer a fool in his/her folly" or in other words "practice restraint." Our polarized culture has devolved into an "us vs. them" mentality. Americans are a diverse group that values the amalgamation of our differences. At our best we transcend our differences by focusing on what unites us rather than what separates.

Third, it is going to be ok. No matter whom wins life will go on. If your candidate lost you have a few years to work toward change. If your candidate wins you have an opportunity to show kindness.

Let's put 2020 to rest, but let's end strong. Vote, value those who are different from you, pursue your passion, and practice kindness.

Have a great drill & Happy Halloween!

232 IS ASSUMPTION OF COMMAND



Lt. Col. Kelly Ihme assumed command of the 232d Intelligence Squadron, September 19, 2020, at the 132d Wing in Des Moines, Iowa.

TRUNK OR TREAT



132d Wing members and their families enjoyed a fun Trunk or Treat event on base celebrate the start of Fall.



LONGEST SERVING FIREFIGHTER IN AIR FORCE TO RETIRE

By Tech. Sgt. Michael Kelly
132d Wing Public Affairs

Chief Master Sgt. Timothy Whisler, 132d Fire and Emergency Services chief, is set to retire in October 2020. Whisler has served 41 years in the Air Force making him the longest serving firefighter in the entire Air Force.

Whisler enlisted in the Missouri Air National Guard on 1979. Whisler started work for the Missouri Air National Guard as a state employee rising to the position of Assistant Chief of Training. In October 1996 Chief Whisler enlisted in the Iowa Air National Guard and was assigned as the Fire Chief. During this time he deployed to a variety of locations including Panama, Germany, England, Wisconsin, and Hawaii. Chief Whisler was elected to the Air National Guard Fire Chiefs Association in 1999 and has held many positions within the association including president. Since 1991 he has been an instructor for the Air National Guard Bureau, instructing over 2100 chief fire officers throughout the Air National Guard.

To speak about his legacy, Chief Whisler's accolades, achievements and accomplishments are too numerous to count, and even more importantly are the number of lives he has impacted," said Lt. Col. Robert Devens, 132d Civil Engineer Squadron commander.

(cont.) "He has literally mentored thousands of Airmen and his influence in Fire and Emergency Services is known in all fifty states and several countries."

In 2002, Whisler deployed to Qatar as the Fire Chief and was appointed to the Command Chief position, for the 64th Air Expeditionary Group (AEG), Qatar in support of Operation ENDURING FREEDOM. Again Whisler was deployed to Ali Al Salem, Kuwait as the Fire Chief for the 386th ECES in support of Operation IRAQI FREEDOM. Whisler led two teams of fire officers to Kosovo helping to evaluate the Kosovo Security Forces incident command and emergency response procedures. In 2018, Whisler deployed in support of Operation FREEDOM SENTINAL to the Republic of Djibouti Africa, where he worked as the Fire Chief and Senior Enlisted Leaders for the 870th Air Expeditionary Squadron.

Whisler said at his retirement ceremony in September that he knows the current Airmen of the 132d FES will continue on the legacy of excellence and go on to do great things. Whisler is set to officially retire from the 132d Wing in October 2020.



Chief Master Sgt. Timothy Whisler, 132d Fire Emergency Services, salutes Lt. Col. Robert Devens during Whisler's retirement ceremony in September. Whisler officially retires 14 October.



ARRIVALS

Maj	Coughenower, Timothy	ISS	10-Sep-20
A1C	Binstock, Grace	LRS	7-Oct-20

DEPARTURES

CMSgt	Whisler, Timothy	CES	14-Oct-20
SMSgt	Simkins, John	ATKS	30-Sep-20
MSgt	Cynthia, Brun	COS	29-Sep-20
TSgt	Bohlke, Teague	232 IS	30-Sep-20
SSgt	Kabala, Trevor	232 IS	3-Oct-20
SSgt	Dunne, Andrew	232 IS	11-Oct-20
SrA	Anderson, Garrett	233 IS	12-Oct-20
SrA	Johnson, Adam	COS	27-Oct-20

PROMOTIONS

CMSgt	Freiberg, Matthew	15-Oct-20
SMSgt	Schultz, Katherine	15-Oct-20
MSgt	Davis, Timothy	15-Oct-20
TSgt	Heckman, David	1-Oct-20
TSgt	Chatham, Stephen	15-Oct-20
SSgt	McKinnon, Christopher	1-Oct-20
SSgt	Dahlin, Stephen	15-Oct-20
SrA	Cooper, Brook	15-Oct-20
SrA	Timmons, Alexis	1-Oct-20
A1C	Johnson, Victoria	15-Sep-20

DFAC MENU

Saturday

Salisbury Steak
Grilled Pork Chops
Mashed Potatoes w/Gravy
Mixed Veggies
Corn

Sunday

Spaghetti w/Meat Sauce
Roast Chicken
Baked Potato
Green Beans
Carrots